

# **RETIREMENT AND PENSION SYSTEMS ADMINISTRATION**

**Maryland State Retirement and Pension Systems**

**Teachers and Employees Supplemental Retirement Plans**

**Injured Workers' Insurance Fund**



# MARYLAND STATE RETIREMENT AND PENSION SYSTEMS

## G20J01.01 STATE RETIREMENT AGENCY

### PROGRAM DESCRIPTION

This program implements the objectives of the State Retirement and Pension System. The Executive Director's Office is responsible for the executive direction of the System including administrative and investment policy, legislation and legal liaison, and financial affairs. The Administrative Division is responsible for the payment of benefits, administration of employee contributions, and individual and group membership counseling. The Finance Division is responsible for accounting and financial reporting, budget administration, and procurement. The Investment Division is responsible for the management, control and investment of the System's Retirement Accumulation and Annuity Savings Funds. The Internal Audit Division ensures Agency compliance with State laws, rules and regulations, as well as ensuring employer compliance with Agency reporting policies. The Information Services Division is responsible for the design and implementation of new automated management information systems and for enhancements to existing systems.

### MISSION

To administer the survivor, disability, and retirement benefits of the System's participants, and to ensure that sufficient assets are available to fund the benefits when due.

### VISION

A state that provides a fully-funded retirement system that is affordable to all participating employees and provides guaranteed adequate disability, survivor, and retirement benefits.

### KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

**Goal 1.** To invest prudently System assets in a well-diversified manner to optimize long-term returns, while controlling risk through excellence in execution of the investment objectives and strategies of the System.

**Objective 1.1** On a month to month basis, meet the Board of Trustees' strategic asset allocation target ranges.

	2001 Actual	2002 Actual	2003 Estimated	2004 Estimated
<b>Performance Measures</b>				
<b>Quality:</b> Number of months the composite portfolio falls within the Board-approved strategic asset allocation target ranges during the fiscal year	12	12	12	12

**Objective 1.2** By the end of each fiscal year, meet the Board of Trustees' absolute return objective of achieving a real rate of return of at least 3.0%.

	2001 Actual	2002 Actual	2003 Estimated	2004 Estimated
<b>Performance Measures</b>				
<b>Outcome:</b> Difference between the actual rate of return for the composite portfolio and the 10-year rolling average of the annual national inflation rate	7.6%	5.3%	N/A	N/A

**Objective 1.3** By the end of each fiscal year, meet the Board of Trustees' absolute return objective of achieving a nominal rate of return that equals or exceeds the actuarial return assumption set by the Board of Trustees (8.0%).

	2001 Actual	2002 Actual	2003 Estimated	2004 Estimated
<b>Performance Measures</b>				
<b>Outcome:</b> Difference between the actual rate of return for the composite portfolio and the actuarial return assumption set by the Board of Trustees over a 10-year rolling average	2.3%	(0.1)%	N/A	N/A

**Note:** N/A - Estimate not available.

# MARYLAND STATE RETIREMENT AND PENSION SYSTEMS

## G20J01.01 STATE RETIREMENT AGENCY (Continued)

**Objective 1.4** Over the long term (5-year rolling periods), meet or exceed median peer performance, where peers are defined as other public pension funds with assets in excess of \$1 billion.

Performance Measures	2001 Actual	2002 Actual	2003 Estimated	2004 Estimated
<b>Outcomes:</b> Difference between the nominal rate of return for the composite portfolio and the nominal median peer return over a 5-year rolling period	(1.74%)	(1.92%)	N/A	N/A
MSRPS nominal rate of return over a 5-year rolling period	8.67%	3.21%	N/A	N/A
Nominal peer return over a 5-year rolling period	10.41%	5.13%	N/A	N/A
Fair value of investment portfolio at fiscal year end (\$000s)	\$29,424,300	\$26,512,600	N/A	N/A
Net investment income earned during the fiscal year (\$000s)	(\$3,138,800)	(\$2,159,700)	N/A	N/A

**Goal 2.** To effectively communicate with all retirement plan participants to inform them about the benefits provided by the System and to educate them about planning and preparing for all aspects of their defined benefit system.

**Objective 2.1** By the end of fiscal year 2004, have 90% of new retirees and active plan participants feel that they received adequate information to make informed decisions regarding their defined benefit retirement options.

Performance Measures	2001 Actual	2002 Actual	2003 Estimated	2004 Estimated
<b>Quality:</b> The percentage of new retirees and active plan participants who respond favorably to a customer survey regarding the adequacy of information disseminated through individual counseling and through telephone inquiry	78.4%	82.5%	85.0%	90.0%

**Note:** N/A Estimate not available.

Dollars expressed in thousands.

\* New measure for which data is not available.

**Objective 2.2** On an ongoing basis, no more than 8.0 percent of incoming telephone calls will be abandoned by the phone system and waiting time for calls to be answered will be less than 2:00 minutes.

Performance Measures	2001 Actual	2002 Actual	2003 Estimated	2004 Estimated
<b>Quality:</b> Percentage of incoming telephone calls abandoned by the automated telephone system	11.2%	5.4%	8.0%	8.0%
Average telephone waiting time in minutes: seconds	2:44	1:20	2:00	2:00

**Goal 3.** To accurately and timely pay all retirement allowances provided by State pension law to the System's retirees and their beneficiaries.

**Objective 3.1** On an ongoing basis, 95% of retirement allowances will be processed timely.

Performance Measures	2001 Actual	2002 Actual	2003 Estimated	2004 Estimated
<b>Input:</b> Number of new retirees during fiscal year	5,204	5,031	5,000	5,000
Dollar value of retirement benefits paid (\$000s)	\$1,238,648	\$1,372,300	\$1,400,000	\$1,550,000
<b>Quality:</b> Percentage of retirement applications processed within the stated time frame	99.9%	99.2%	99.0%	99.0%

# MARYLAND STATE RETIREMENT AND PENSION SYSTEMS

## G20J01.01 STATE RETIREMENT AGENCY (Continued)

**Objective 3.2** On an ongoing basis, 98% of retirement allowances paid will be accurately computed in accordance with the State Pension Law.

	2001	2002	2003	2004
Performance Measures	Actual	Actual	Estimated	Estimated
<b>Outcome:</b> Percentage of retirement benefit payments accurately computed	99.8%	99.8%	99.0%	99.0%

**Goal 5.** To efficiently collect the required employer and employee contributions necessary to fund the System.

**Objective 5.1** For the teachers' retirement and pension participants whose compensation is not paid by the State, receive employer contributions each quarter on or before the statutory due dates of October 1, January 1, April 16, and June 1, in accordance with the State Personnel and Pension Article, Section 21-308(c).

	2001	2002	2003	2004
Performance Measures	Actual	Actual	Estimated	Estimated
<b>Quality:</b> Percent of teachers' employer contributions collected within the stated time frames	100.0%	100.0%	99.0%	99.0%

**Objective 5.2** For participating governmental units, receive the entire annual employer contributions within 31 days of the issuance of an invoice (invoice date of December 1) in accordance with the State Personnel and Pension Article, Section 21-305.

	2001	2002	2003	2004
Performance Measures	Actual	Actual	Estimated	Estimated
<b>Quality:</b> Percent of participating governmental units' contributions collected within the stated time frames	98.5%	99.1%	99.0%	99.0%

**Objective 5.3** For all other participants whose salaries are paid by the State, receive the required employer contributions within 3 banking days of receipt of the applicable certified payroll data for each pay period.

	2001	2002	2003	2004
Performance Measures	Actual	Actual	Estimated	Estimated
<b>Quality:</b> Percent of all other employer contributions collected within the stated time frames	100.0%	100.0%	99.0%	99.0%

**MARYLAND STATE RETIREMENT AND PENSION SYSTEMS**

**G20J01.01 STATE RETIREMENT AGENCY**

**Appropriation Statement:**

	2002 Actual	2003 Appropriation	2004 Allowance
Number of Authorized Positions .....	177.00	168.00	172.00
Number of Contractual Positions .....	29.83	31.50	31.50
01 Salaries, Wages and Fringe Benefits .....	10,301,185	9,661,563	11,095,536
02 Technical and Special Fees .....	1,478,000	1,419,544	1,403,888
03 Communication .....	1,040,444	907,525	1,017,266
04 Travel .....	97,252	127,043	122,284
07 Motor Vehicle Operation and Maintenance .....	175,437	181,166	137,148
08 Contractual Services .....	4,629,008	5,645,557	4,743,322
09 Supplies and Materials .....	187,300	358,573	210,773
10 Equipment—Replacement .....	52,037	137,650	48,188
11 Equipment—Additional .....	51,031	48,415	
13 Fixed Charges .....	1,553,440	1,689,257	1,787,189
Total Operating Expenses .....	7,785,949	9,095,186	8,066,170
Total Expenditure .....	19,565,134	20,176,293	20,565,594
Special Fund Expenditure .....	19,565,134	20,176,293	20,565,594
<b>Special Fund Income:</b>			
G20301 Investment Income .....	19,565,134	20,176,293	20,565,594

# TEACHERS AND STATE EMPLOYEES SUPPLEMENTAL RETIREMENT PLANS

## G50L00.01 MARYLAND SUPPLEMENTAL RETIREMENT PLAN BOARD AND STAFF

### PROGRAM DESCRIPTION

Title 35 of the State Personnel and Pension Article establishes the Teachers and Employees Supplemental Retirement Plans and a Board of Trustees to administer them. Operating expenses are provided from an assessment against the managed assets of participants.

As a reform component for the State Employees' Pension System, an optional defined contribution system was established effective July 1, 1999. That system, under Title 32 of the State Personnel and Pension Article, authorizes employer matching contributions for State Employees' Pension System members who elect to contribute to the supplemental retirement plans. The Match Plan receives dollar-for-dollar matching contributions in eligible participant accounts up to \$600 per fiscal year (reduced to \$500 for fiscal year 2003).

### MISSION

To enable State employees and teachers to participate in voluntary tax sheltered income deferral, tax deferred annuity, and profit sharing and salary reduction savings plans that offer members tax advantages as provided in the Internal Revenue Code.

### VISION

A State that sponsors productive voluntary retirement savings programs for all its employees to secure economic stability for themselves and their families in later years.

### KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

**Goal 1.** To provide clear and complete information about the plans to employees and cultivate their informed decisions about participation.

**Objective 1.1** To encourage 85 percent of eligible employees to participate in the plans.

	2001 Actual	2002 Actual	2003 Estimated	2004 Estimated
<b>Performance Measures</b>				
<b>Outcomes:</b> Deferred Compensation (457)				
Plan members	27,561	28,574	28,600	29,400
Tax Deferred Annuity (403b) Plan members	1,350	1,365	1,400	1,400
Savings & Investment (401k) Plan members	35,382	37,175	37,200	37,900
All Plans members	64,293	67,114	67,200	68,700
Plan members as percent of eligible employees	79%	83%	83%	85%
All Plans contributing members	43,766	45,571	45,600	46,700
Contributors as percent of eligible employees	54%	56%	56%	58%

**Goal 2.** To provide effective, long--term investment opportunities for participants.

**Objective 2.1** To maintain plan asset growth illustrative of market performance and prudent participant selections.

### Annual Rates of Return as of June 30, 2002

	1 Year	3 Years	5 Years	10 Years
<b>Outcomes:</b> Average Returns for all Investment Options	-11.8%	-2.4%	5.2%	10.9%
Average of all Investment Indices	-10.3%	-4.4%	3.6%	9.5%

	2001 Actual	2002 Actual	2003 Estimated	2004 Estimated
<b>Performance Measures</b>				
<b>Outputs:</b> Deferred Compensation 457 Plan				
Net total assets* (millions)	\$1,082.0	\$966.3	\$989.5	\$1,029.1
Invested assets (millions)	\$1,034.1	\$921.6	\$946.1	\$986.9
Tax Deferred Annuity 403(b) Plan				
Invested assets (millions)	\$65.4	\$57.0	\$58.8	\$62.8
Savings & Investment 401(k) Plan				
Invested assets (millions)	\$430.2	\$430.5	\$498.8	\$587.9
401(a) Match Plan				
Invested assets (millions)	\$39.7	\$53.2	\$71.9	\$92.1

## TEACHERS AND STATE EMPLOYEES SUPPLEMENTAL RETIREMENT PLANS

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### G50L00.01 MARYLAND SUPPLEMENTAL RETIREMENT PLAN BOARD AND STAFF (Continued)

Performance Measures	2001 Actual	2002 Actual	2003 Estimated	2004 Estimated
<b>Outputs:</b> ALL PLANS				
Net total assets* (millions)	\$1,617.3	\$1,507.0	\$1,619.1	\$1,771.8
Invested assets (millions)	\$1,569.4	\$1,462.3	\$1,597.5	\$1,752.7
<b>Outcomes:</b> Change over previous fiscal year	-2%	-7%	+2%	+10%

**Note:** \* Net Total Assets for the 457 Plan includes assets such as the cash value of life insurance and annuity reserves in addition to Invested Assets.

# TEACHERS AND EMPLOYEES SUPPLEMENTAL RETIREMENT PLANS

## G50L00.01 MARYLAND SUPPLEMENTAL RETIREMENT PLAN BOARD AND STAFF

### Appropriation Statement:

	2002 Actual	2003 Appropriation	2004 Allowance
Number of Authorized Positions .....	16.50	16.50	16.50
01 Salaries, Wages and Fringe Benefits .....	1,053,675	836,446	1,017,931
02 Technical and Special Fees .....	14,502	9,700	7,500
03 Communication .....	27,217	37,628	30,734
04 Travel .....	36,293	46,500	29,000
07 Motor Vehicle Operation and Maintenance .....	14,085	16,915	15,552
08 Contractual Services .....	243,307	288,122	199,494
09 Supplies and Materials .....	14,293	21,400	8,650
10 Equipment—Replacement .....		2,500	
11 Equipment—Additional .....	384	4,500	2,000
13 Fixed Charges .....	83,720	87,374	88,316
Total Operating Expenses .....	419,299	504,939	373,746
Total Expenditure .....	1,487,476	1,351,085	1,399,177
Special Fund Expenditure .....	1,487,476	1,351,085	1,399,177
<b>Special Fund Income:</b>			
G50301 Participant Charges .....	1,487,476	1,351,085	1,399,177

# **INJURED WORKERS' INSURANCE FUND**

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## **PROGRAM DESCRIPTION**

The Injured Worker's Insurance Fund (IWIF) is a non-budgeted, independent entity. IWIF is governed by a Board of nine directors (appointed by the Governor to 5-year terms), which approves the operating and capital budgets. By law, IWIF's calendar year 2002 budget is submitted to the General Assembly for informational purposes only. The primary purpose of IWIF is to provide workers compensation insurance to Maryland-based businesses. IWIF provides workers compensation insurance to employers who do not wish, or are not allowed, to self-insure. The goal of IWIF is to provide insurance coverage and to pay benefits promptly to injured workers and dependents. Financing for IWIF is derived solely from its premium and investment income.

## **MISSION**

The mission of the Injured Workers' Insurance Fund is to provide high-quality workers' compensation services at a fair market price for the benefit of all Marylanders. In providing this service, IWIF adds to the economic vitality of the state and supports the financial stability of Maryland businesses.

## **VISION**

To be the workers' compensation insurer of choice for Maryland.

## **KEY GOALS**

- To intensify our commitment to being customer-driven so as to provide superior internal and external service.
- To create an internal organization structure that will help spur profitable growth.
- To maximize operating efficiencies, enhance management of financial and human assets, and lead in the marketplace by leveraging technology.
- To create and maintain a high-performance culture that motivates, challenges and rewards employees.
- To brand IWIF with workplace safety. Create and respond to market opportunities.

# INJURED WORKERS' INSURANCE FUND

## SUMMARY OF INJURED WORKERS' INSURANCE FUND

	2002 Estimated	2003 Estimated	2004 Estimated
Number of Authorized Positions .....	395.00	406.00	
01 Salaries, Wages and Fringe Benefits .....	25,446,000	27,935,000	
02 Technical and Special Fees .....	490,000	604,000	
03 Communication.....	882,000	1,037,000	
04 Travel.....	214,000	219,000	
06 Fuel and Utilities .....	30,000	30,000	
07 Motor Vehicle Operation and Maintenance .....	35,000	34,000	
08 Contractual Services .....	2,732,000	2,901,000	
09 Supplies and Materials .....	450,000	556,000	
10 Equipment—Replacement .....	175,000	222,000	
11 Equipment—Additional .....	100,000	20,000	
13 Fixed Charges .....	683,000	735,000	
14 Land and Structures.....	734,000	872,000	
Total Operating Expenses.....	6,035,000	6,626,000	
Total Expenditure .....	31,971,000	35,165,000	
Non-Budgeted Funds .....	31,971,000	35,165,000	
<b>Non-budgeted Fund Income:</b>			
G99701 Premium and Investment Income .....	31,971,000	35,165,000	

## PERSONNEL DETAIL

## Retirement and Pension Systems Administration

Classification Title	FY 2002 Pos Count	FY 2002 Expenditure	FY 2003 Pos Count	FY 2003 Appropriation	FY 2004 Allow Pos	FY 2004 Allowance	Symbol
g20j01 Maryland State Retirement and Pension Systems							
g20j0101 State Retirement Agency							
exec dir for investments ret	1.00	113,918	1.00	116,171	1.00	116,171	
exec dir state retirement agenc	1.00	117,335	1.00	119,657	1.00	119,657	
exec vi	1.00	100,902	1.00	102,282	1.00	102,282	
prgm mgr senior iv	2.00	172,947	2.00	199,235	2.00	199,235	
principal counsel	1.00	75,908	1.00	95,401	1.00	95,401	
asst attorney general viii	.00	58,835	1.00	89,249	1.00	89,249	
prgm mgr senior ii	1.00	14,345	1.00	85,837	1.00	85,837	
asst attorney general vii	1.00	28,060	.00	0	.00	0	
prgm mgr senior i	1.00	82,883	1.00	83,502	1.00	83,502	
administrator vii	1.00	77,613	1.00	78,128	1.00	78,128	
administrator vii	3.00	204,938	3.00	232,939	3.00	232,939	
asst attorney general vi	1.50	108,200	1.50	109,957	2.50	165,176	New
dp asst director iii	1.00	75,883	1.00	78,128	1.00	78,128	
prgm mgr iv	2.00	147,637	3.00	220,128	3.00	220,128	
administrator vi	4.00	252,391	4.00	255,154	4.00	255,154	
dp asst director ii	1.00	79,072	1.00	77,497	1.00	77,497	
prgm mgr iii	3.00	219,001	3.00	199,697	3.00	199,697	
admin prog mgr ii	1.00	67,338	1.00	68,415	1.00	68,415	
administrator v	.00	44,694	1.00	67,100	1.00	67,100	
data base spec manager	.00	0	.00	0	1.00	48,405	New
prgm mgr ii	1.00	47,782	.00	0	.00	0	
admin prog mgr i	1.00	62,051	1.00	54,851	1.00	54,851	
administrator iv	1.00	29,576	1.00	64,029	1.00	64,029	
personnel administrator iii	1.00	62,583	1.00	62,801	1.00	62,801	
prgm mgr i	1.00	0	.00	0	.00	0	
administrator iii	2.00	109,934	2.00	112,154	2.00	112,154	
accountant manager iii	1.00	69,209	1.00	70,322	1.00	70,322	
asst attorney general v	.50	35,845	.50	36,554	.50	36,554	
fiscal services administrator i	1.00	71,258	1.00	73,107	1.00	73,107	
accountant manager ii	3.00	175,087	3.00	178,294	3.00	178,294	
computer network spec mgr	1.00	54,706	1.00	64,548	1.00	64,548	
computer network spec supr	2.00	116,197	2.00	124,445	2.00	124,445	
dp programmer analyst superviso	1.00	62,787	1.00	64,029	1.00	64,029	
dp technical support spec super	.00	5,462	1.00	60,416	1.00	60,416	
accountant supervisor ii	5.00	261,246	5.00	255,087	5.00	255,087	
computer network spec lead	1.00	0	1.00	58,783	1.00	58,783	
dp programmer analyst lead/adva	3.00	133,832	2.00	86,549	2.00	86,549	
dp programmer analyst lead/adva	4.00	174,697	2.00	113,195	2.00	113,195	
dp quality assurance spec	1.00	64,942	1.00	63,514	1.00	63,514	
dp technical support spec ii	1.00	58,393	1.00	58,783	2.00	101,236	New
dp technical support spec ii	1.00	19,176	1.00	57,658	1.00	57,658	
internal auditor super	1.00	54,996	1.00	57,658	1.00	57,658	
investment operations manager	1.00	45,167	1.00	45,805	1.00	45,805	
accountant supervisor i	1.00	49,482	1.00	50,941	1.00	50,941	

## PERSONNEL DETAIL

## Retirement and Pension Systems Administration

Classification Title	FY 2002 Pos Count	FY 2002 Expenditure	FY 2003 Pos Count	FY 2003 Appropriation	FY 2004 Allow Pos	FY 2004 Allowance	Symbol
g20j01 Maryland State Retirement and Pension Systems							
g20j0101 State Retirement Agency							
accountant, lead specialized	2.00	93,927	2.00	99,025	2.00	99,025	
administrator ii	2.00	98,105	2.00	99,025	2.00	99,025	
administrator ii	1.00	49,482	1.00	50,941	1.00	50,941	
computer network spec ii	1.00	52,667	1.00	52,944	1.00	52,944	
computer network spec ii	2.00	8,192	1.00	49,017	1.00	49,017	
dp programmer analyst ii	1.00	53,450	1.00	55,027	1.00	55,027	
internal auditor lead	1.00	45,832	1.00	51,933	1.00	51,933	
obs-data proc staff specialist	1.00	57,406	1.00	55,027	1.00	55,027	
webmaster ii	.00	39,941	1.00	51,933	1.00	51,933	
data proc mgr iii	1.00	0	.00	0	.00	0	
accountant, advanced	8.00	313,120	7.00	307,070	7.00	307,070	
administrator i	5.00	214,077	5.00	238,370	5.00	238,370	
dp functional analyst ii	.00	0	1.00	43,351	1.00	43,351	
internal auditor ii	1.00	12,041	.00	0	.00	0	
personnel officer iii	1.00	44,755	1.00	46,792	1.00	46,792	
accountant ii	5.00	190,586	5.00	207,730	5.00	207,730	
admin officer iii	1.00	47,402	1.00	47,319	1.00	47,319	
ret benefits counselor iv	4.00	177,263	4.00	184,131	4.00	184,131	
accountant i	5.00	196,625	5.00	200,691	5.00	200,691	
admin officer ii	1.00	64,666	3.00	115,630	3.00	115,630	
internal auditor i	1.00	86,145	2.00	90,414	2.00	90,414	
obs-fiscal specialist i	.00	1,674	.00	0	.00	0	
personnel officer i	1.00	42,707	1.00	32,715	1.00	32,715	
ret benefits counselor iii	6.00	248,636	5.00	205,035	5.00	205,035	
ret services specialist iv	2.00	87,205	1.00	43,472	1.00	43,472	
admin officer i	5.00	181,023	5.00	197,980	5.00	197,980	
admin officer i	2.00	79,740	2.00	81,451	2.00	81,451	
internal auditor trainee	1.00	2,574	.00	0	.00	0	
personnel specialist iii	1.00	0	.00	0	.00	0	
ret benefits counselor ii	6.00	201,758	5.00	193,115	5.00	193,115	
admin spec iii	11.00	334,937	9.00	320,097	9.00	320,097	
ret services specialist ii	1.00	42,293	.00	0	.00	0	
admin spec ii	3.00	126,524	4.00	135,122	4.00	135,122	
ret services specialist i	3.00	101,610	3.00	104,593	3.00	104,593	
dp production control spec supr	1.00	11,139	1.00	35,638	1.00	35,638	
computer operator ii	.00	0	1.00	36,024	2.00	64,773	New
dp production control spec ii	6.00	189,269	5.00	161,650	5.00	161,650	
dp production control spec i	1.00	29,385	1.00	29,988	1.00	29,988	
fiscal accounts technician supv	1.00	38,702	1.00	38,448	1.00	38,448	
ret benefits counselor i	5.00	151,430	7.00	236,514	7.00	236,514	
fiscal accounts technician ii	2.00	64,718	3.00	103,905	3.00	103,905	
exec assoc iii	1.00	51,427	1.00	52,944	1.00	52,944	
exec assoc ii	2.00	57,609	2.00	83,569	2.00	83,569	
obs-executive associate i	1.00	39,736	1.00	40,267	1.00	40,267	

PERSONNEL DETAIL

Retirement and Pension Systems Administration

Classification Title	FY 2002 Pos Count	FY 2002 Expenditure	FY 2003 Pos Count	FY 2003 Appropriation	FY 2004 Allow Pos	FY 2004 Allowance	Symbol
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g20j01 Maryland State Retirement and Pension Systems							
g20j0101 State Retirement Agency							
admin aide	1.00	13,583	1.00	0	1.00	0	
admin aide	1.00	34,386	1.00	35,066	1.00	35,066	
office secy iii	1.00	10,669	1.00	0	1.00	0	
services specialist	3.00	91,747	3.00	87,426	3.00	87,426	
office services clerk	1.00	9,900	1.00	29,988	1.00	29,988	
obs-office clerk ii	1.00	18,305	1.00	0	1.00	0	
obs-office clerk i	1.00	10,524	1.00	0	1.00	0	
unidentified classification	1.00	0	1.00	0	1.00	0	
unidentified classification	1.00	0	1.00	0	1.00	0	
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TOTAL g20j0101*	177.00	7,925,200	168.00	8,423,377	172.00	8,598,203	
TOTAL g20j01 **	177.00	7,925,200	168.00	8,423,377	172.00	8,598,203	
g50l00 Teachers and Employees Supplemental Retirement Plans							
g50l0001 Maryland Supplemental Retirement Plan Bd and Staff							
exec vii	1.00	108,856	1.00	111,008	1.00	111,008	
administrator vii	1.00	75,137	1.00	76,622	1.00	76,622	
administrator vi	1.00	69,642	1.00	71,701	1.00	71,701	
administrator iii	2.00	108,876	2.00	111,029	2.00	111,029	
obs-fiscal administrator iii	1.00	61,583	1.00	62,801	1.00	62,801	
obs-fiscal specialist iii	1.00	49,555	1.00	50,535	1.00	50,535	
admin officer iii	1.00	41,760	1.00	42,989	1.00	42,989	
admin officer ii	4.00	163,275	4.00	167,496	4.00	167,496	
obs-accountant-auditor iv	1.00	40,699	1.00	41,504	1.00	41,504	
obs-accountant-auditor iii	1.00	34,337	1.00	35,345	1.00	35,345	
office secy iii	1.50	48,960	1.50	50,240	1.50	50,240	
office secy i	1.00	22,648	1.00	23,096	1.00	23,096	
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TOTAL g50l0001*	16.50	825,328	16.50	844,366	16.50	844,366	
TOTAL g50l00 **	16.50	825,328	16.50	844,366	16.50	844,366	